



STATE OF WASHINGTON
WASHINGTON STATE BOARD OF HEALTH
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March 10, 2004

TO: Washington State Board of Health Members
FROM: Vickie Ybarra, WSBHO Health Disparities Committee Member
RE: HEALTH DISPARITIES AND HEALTH WORKFORCE DIVERSITY

Background and Summary

In May 2001 the Washington State Board of Health adopted its *Final Report on Health Disparities*. The report documents the severity of health disparities in Washington. It also demonstrates that people of color are underrepresented in our state's health care workforce and underserved by its health care system. The report identifies multiple opportunities to build a more diverse health care system. I have invited a panel of presenters today to discuss some of the many local, state, and national efforts to address health disparities that have taken place since the report was issued. Many of these efforts have been directly or indirectly influenced by the Board's health disparities work.

Recommended Board Action

No action recommended.

Discussion

Since May 2001 there have been many local, state, and national efforts to address health disparities, and many of those have been directly or indirectly influenced by the Board's health disparities work.

Health Workforce Diversity Network:

One of these efforts is a direct result of the Board's work: the Health Workforce Diversity Network. Co-chaired by Judy Huntington, Washington State Nurses Association Executive Director and Dr. Charles Weatherby, from the Washington State Medical Association, the HWDN has been meeting regularly since March 2002. Today the Board will hear an update on the network's Health Career Pathway Survey. The survey is designed to identify areas in the health career pipeline and in the state that are lacking health career programs. The HWDN plans to use this information to focus efforts to close these gaps. The Board will hear a full report from the HWDN at a future Board meeting, when the network has completed its survey of health career pathway programs.

Evaluation of Board and Health Workforce Diversity Network health disparities work:

Staff evaluated the Board's health disparities priority work by surveying key stakeholders in this work: HWDN members. Today Board staff will present findings regarding the perceived level and type of impact Board and HWDN events and resources have had on promoting health workforce diversity as a strategy to reduce health disparities. (Please see attached results from the online survey of HWDN members.)

Health Care Personnel Shortage Task Force:

Chair Lake and I have represented the Board on the Health Care Personnel Shortage Task Force, convened by the Workforce Training and Education Coordinating Board (WTECB) by legislative request and then mandate (ESHB 1852). Along with other task force members and Board staff, we repeatedly raised the importance of improving and ensuring the measurement of health workforce diversity, in task force discussions and input on draft reports. (Please see Goal 2 and outcome measures in the WTECB 2002 report *Crisis or Opportunity?* at <http://www.wtb.wa.gov/HCTFRP02.PDF>)

Workforce Development Councils:

The WTECB has issued grants to local Workforce Development Councils to support partnerships between industry and education – all 12 WDCs are now focusing efforts on health workforce development. Several have incorporated efforts to improve health workforce diversity and cultural competency – today we will hear from Monet Craton on the Pierce County partnership efforts. (A summary of WDCs efforts is in the WTECB 2004 report *Progress 2003*, appendix C: <http://www.wtb.wa.gov/HCRPT04.PDF>)

Washington 2004 Legislation:

Four bills had the potential to directly influence health workforce diversity.

- Senate Concurrent Resolution 8419, sponsored by Senator Rosa Franklin, would create a legislative task force on health disparities, and direct it to address disparities in health status and health care. The Board supported this bill. It has passed both houses and was awaiting concurrence as of March 5.
- Senate Bill 6268 and House Bill 2700, bringing state law into conformity with 2003 US Supreme Court affirmative action decisions, clarifies that colleges and universities are allowed to include race and ethnicity in their admissions policies. The Board supported these bills; they did not pass.
- House Bill 2711, funding a central resource center for the nursing work force, and facilitating partnerships to promote diversity within the profession. The Board supported the bill and suggested strengthening the focus on diversity. The two suggestions were incorporated into the Substitute House Bill 2711, which passed out of the House but is technically dead in the Senate.

American Indian Health Commission workforce development:

The Board's January 2002 joint meeting with the American Indian Health Commission lead to Board staff working with AIHC Secretary Whitney Jones, Department of Health, the Office of Superintendent of Public Instruction, the Governor's Office of Indian Affairs, Washington Health Foundation, Northwest Portland Area Indian Health Board, and Wa He Lut Indian School representatives on a workforce development paper presented at the 2002 Tribal Leaders Health Summit. AIHC Executive Director Becky Johnston will review this paper, the draft Sue Crystal

bill, and other tribal health workforce development efforts (please see AIHC materials behind Tab 13).

Institutional and Policy Strategies:

The Institute of Medicine's Committee on Institutional and Policy Strategies for Increasing Diversity of the Healthcare Workforce has recently completed its report *In the Nation's Compelling Interest: Ensuring Diversity in the Health Care Workforce*. I was a member of the committee, and will review the committee's recommendations.

A local example of an institutional policy strategy to improve health workforce diversity is the admission criteria for the Pierce College–Clover Park Associate Degree in Nursing program. Joane Mocerri will describe the criteria today.

Today's Panelists:

We will begin the panel with local efforts and proceed to state and national efforts. At the very beginning the Board will hear update from Hakeem Shakoor on the Tacoma-Pierce County Health Department **Health Occupations Promotion Program (HOPP)**. Panel on local, state and national efforts to reduce health disparities and improve health workforce diversity:

- Tacoma-Pierce County Health Department's **Health Occupations Promotion Program (HOPP)**
 - Hakeem Shakoor, TPCHD, and students
- Pierce College–Clover Park Associate Degree in Nursing Admission Criteria
 - Joane Mocerri, Allied Health Programs Director, Pierce College–Clover Park Nursing Collaboration
- Pierce County Health Services Careers Council partnership and HRSA/Nurse Reinvestment Act grant
 - Monet Craton, Healthcare Program Coordinator, Pierce County Health Services Careers Council
- Health Workforce Diversity Network's Health Career Pathway Survey Update
 - Kim Moore, HWDN staff
- Survey of HWDN members
 - Marianne Seifert, WSBOH staff, past HWDN staff
- Quality Health Care for All: how can state agencies help?
 - Dr. Nancy Anderson, MAA, for the Health Agency Medical Directors
- Washington Tribes' Health Disparities and Health Workforce Development
 - Becky Johnston, Executive Director, American Indian Health Commission
- *In the Nation's Compelling Interest: Ensuring Diversity in the Health Care Workforce*
 - Vickie Ybarra, member of the Institute of Medicine's Committee on Institutional and Policy Strategies for Increasing Diversity of the Healthcare Workforce

Attachments